National Disability Month
October 2005

Workers with Disabilities: Ready for Tomorrow's Jobs Today

Legislation

Since the Civil Rights Act of 1964, various Amendments, Acts, or Executive Orders have been passed to ensure all Americans with disabilities are given the opportunity to achieve complete integration into American society without encountering barriers of discrimination.

Key to Understanding

Each legislation carries a distinct focal point for Americans with disabilities.

Examples of Legislation Include:

- The Architectural Barriers Act of 1968 focuses on buildings/facilities
- The Rehabilitation Act of 1973 focuses on employment
- The Americans With Disabilities Act (ADA) of 1990 focuses on employment excluding Federal employment
- The ADA was amended in 1992 to include Federal employment not addressed under the Rehabilitation Act of 1973

Main Focus

The Department of Defense's main focus is **Hiring, Placement, and Advancement** of individuals with disabilities to include providing reasonable accommodations and protections against discrimination

Acts and Executive Orders That Have Direct Impact on Employment in the Federal Government

- Rehab Act of 1973
- Executive Order 13078
- Executive Order 13163
- Executive Order 13164

Rehabilitation Act of 1973

Requires Federal departments and agencies in the Executive Branch to include persons with disabilities in their respective Affirmative Action Plans and include plans on how special needs of employees with disabilities are being met

Executive Order 13078

Objective is to bring adults with disabilities into gainful employment at a rate that is close to the general adult population

Executive Order 13163

Objective is to increase Federal employment opportunities for individuals with disabilities

Executive Order 13164

Requires Federal agencies to establish written procedures for processing requests for reasonable accommodations

Who in America is Considered Disabled?

- Someone who has a physical or mental impairment that substantially limits one or more of major life activities;
- Someone who has a record of such an impairment; or
- Someone who is regarded as having such an impairment

What Are Major Life Activities?

- Caring for one's self
- Performing manual tasks
- Walking
- Seeing
- Hearing
- Speaking
- Breathing
- Learning
- Working

Targeted Disabilities

Someone who possess one or more of the severe disabilities and have been targeted for Federal employment emphasis.

Examples include:

- Deafness
- Blindness
- Missing extremities
- Paralysis
- Etc.

DoD Goal

Each October, the Secretary of Defense reaffirms the DoD-wide goal of increasing employment of individuals with targeted disabilities to 2% of the Department's civilian workforce.

What is Reasonable Accommodation?

Making existing facilities used by employees readily accessible and usable by individuals with disabilities

What is Reasonable Accommodation? (continued)

- Job restructuring
- Part-time or modified work schedules
- Reassignment to a vacant position
- Acquisition or modification of equipment and devices
- Appropriate adjustment or modifications of examinations, training materials or policies
- Provision of qualified readers or interpreters, or other similar accommodations for individuals with disabilities

Computer/Electronics Accommodations Program (CAP)

As a DoD organization, CAP supports all Federal agencies and has three major goals.

- Seeks to eliminate employment barriers for people with visual, hearing, dexterity, and cognitive disabilities
- Improve accessibility
- Cover costs associated with accommodation

Additionally, CAP is available for family members of active duty Service members

Service Dog Training Center

- Administered by the U.S. Army Veterinary Command
- Dogs are taught over 80 commands from switching lights on and off to bringing cold drinks to their owners
- Center provides nationwide placement to disabled veterans, retirees from the joint Services, and disabled family members

Information for this presentation is from various publications located on the Defense Equal Opportunity Management Institute web page at:

https://www.patrick.af.mil/deomi/deomi

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